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Message Text

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65
ACTION IO-13

INFO OCT-01 ISO-00 ABF-01 OMB-01 TRSE-00 L-03 AF-08 ARA-06

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E.O. 11652: N/A
TAGS: AORG, UN
SUBJ: UN ADMINISTRATION GENEVA MANAGEMENT PROBLEM

1. SUMMARY: FOLLOWING EXTENSIVE DISCUSSIONS WITH THE SECRETARIAT OFFICIALS WHOWOULD BE MOST CONCERNED WITH THE CONDUCT BY ICSC OF A NEW G-LEVEL SALARY SURVEY IN GENEVA AND THE DEVELOPMENT OF A G-LEVEL SALARY CLASSIFICATION SYSTEM BY UNOG, WE HAVE DEVELOPED THE ELEMENT FOR A GA RESOLUTION DESIGNED TO GET THESE PROCESSES AND MANAGEMENT REFORMS IN GENEVA UNDERWAY. CANADA HAS AGREED TO TAKE THE LEAD IN ROUNDING UP CO-SPONSORS, AND WE WILL ATTEMPT TO HAVE THE DRAFT BE MADE THE BASIS FOR FIFTH COMMITTEE DISCUSSION WHEN THE GENEVA STRIKE ISSUE IS TAKEN UP ON THE BASIS OF THE JIU REPORT. END SUMMARY

2. IT APPEARS FAIRLY CERTAIN NOW THAT THE GENEVA G-LEVEL SALARIES PROBLEM WILL BE ADDRESSED BY THE ACABQ AND THE FIFTH COMMITTEE IN THE CONTEXT OF THE JIU REPORT ON THE STRIKE IN GENEVA (A/31/137) TOGETHER WITH THE RECOMMENDATIONS IT MAKES AND THE COMMENTS ON THESE BY ACC (A/31/137/ADD 1) AND THE SECRETARY GENERAL (A/31/137/ADD 2). IN ORDER TO SEEK GA ACTION WHICH WOULD BE REALISTIC AS WELL AS DEFINITE AND PRODUCTION OF REAL REFORM WE HAVE CONSULTED CAREFULLY USYG DAVIDSON, ASYG DEBATIN, ICSC CHAIRMAN QUIJANO (AND
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ICSC EXECUTIVE SECRETARY BARNES), AND

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JIU INSPECTOR BERTRAND. WE HAVE THEIR PRIVATE CONCURRENCES
THAT PROVISIONS WE HAVE WORKED UP IN THE FORM OF A DRAFT RESO-
LUTION ON THE BASIS OF THESE CONVERSATIONS CAN BE CARRIED OUT
IN AN EFFECTIVE WAY WITHIN THE TIME-FRAMES THE RESOLUTION
REQUEST WOULD ESTABLISH.

3. THE DRAFT RESOLUTION IS INTENDED IN EFFECT TO DIRECT THE
SECRETARIAT (AND ICSC) TO UNDERTAKE WITHIN DETERMINED TIME-
FRAMES SPECIFIC TASKS WITH RESPECT TO UN OFFICE GENEVA MANAGEMENT
WHICH CLEARLY MUST BE PERFORMED (AND, INDEED, SHOULD ALREADY
HAVE BEEN UNDERTAKEN AT SECRETARIAT INITIATIVE.) WE WILL SEEK
AS AN OUTCOME OF GA CONSIDERATION OF THE PROBLEM (A) AFFIRMATION
OF THE NEED TO REEXAMINE THE METHODOLOGY FOR G-LEVEL SALARY SUR-
VEYS AND THE SYSTEM OF JOB CLASSIFICATIONS IN GENEVA, (B) RECOG-
NITION OF THE IMPORTANCE OF MAINTAINING HARMONY IN THIS WITH
THE OTHER AGENCIES AND ORGANIZATIONS IN GENEVA, AND (C) CONCEN-
TRATION OF ATTENTION ON THE NEED TO CONSOLIDATE RESPONSIBILITY
AND AUTHORITY IN UN OFFICE GENEVA FOR ADMINISTRATION IN GENEVA.
AS TO SPECIFIC TASKS WE WILL SEEK TO HAVE THE GA (A) DIRECT ICSC
TO DEVISE SURVEY METHODOLOGY, CONDUCT A G-LEVEL SALARY SURVEY
AND MAKE RECOMMENDATIONS PRIOR TO THE NEXT GA, (B) DIRECT THE
SECRETARIAT TO FURNISH ICSC WITHIN THE FIRST HALF OF 1977 WITH
JOB DESCRIPTIONS IN ORDER TO PERMIT THIS SURVEY TO BE CONDUCTED,
(C) FURTHER DIRECT THE SECRETARIAT TO GO ON TO DEVELOP WITHIN
1977 JOB CLASSIFICATION STANDARDS AND TO INTRODUCE A JOB CLASSI-
FICATION SYSTEM, (D) HOLD THE LINE ON ANY FURTHER SALARY
ADJUSTMENTS (AFTER JANUARY) UNTIL THE ICSC RECOMMENDATIONS HAVE
BEEN RECEIVED, AND (E) URGE THE SECRETARY GENERAL TO CONSIDER
HOW BEST TO CONSOLIDATE ADMINISTRATIVE RESPONSIBILITY AND
AUTHORITY AT UN OFFICE GENEVA.

4. CONVERSATIONS WITH DELEGATIONS HAVE SHOWN DISINCLINATION TO
INTERFERE WITH THE PROSPECTIVE COST OF LIVING ADJUSTMENT IN
JANUARY 1977 ALREADY NEGOTIATED BY THE SECRETARIAT WITH THE STAFF
(MANILY OUT OF CONCERN ABOUT FURTHER UNDERCUTTING THE MANAGEMENT
STATUS OF THE SECRETARY GENERAL AND HIS REPRESENTATIVES), BUT
THERE APPEARS TO BE STRONG SENTIMENT FOR HOLDING THE LINE THERE
BY GA ACTION UNTIL THE FACTS ARE IN (FROM AN ICSC SURVEY).

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5. WE HAVE ENCOUNTERED SOME HESITATION ABOUT PRESSING IN
THE RESOLUTION FOR BETTER CONSOLIDATION OF MANAGEMENT RESPONSI-
BILITY AND COMMENSURATE AUTHORITY AT UN OFFICE GENEVA, BUT REGARD
THIS AS IN IMPORTANT ELEMENT TO RETAIN. THE SECRETARY GENERAL
IN HIS COMMENTS ON THE JIU REPORT PROMISES MOVEMENT IN THIS
DIRECTION, AND WE HAVE LEARNED THAT THE REPORT TO THE SECRETARY
GENERAL PREPARED BY DEBATINGFOLLOWING HIS SURVEY IN SPTEMBER
OF UN OFFICE GENEVA OPERATIONS IDENTIFIED THIS AS BEING AN IMPORTANT

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PROBLEM AREA IN WHICH REFORM IS NEEDED. MOST IMPORTANTLY, WE SEE THIS CLAUSE AS LEGISLATIVE UNDERPINNING TO THE INTIATIVE GOVERNOR SCRANTON IS TAKING WITH WALDHEIM TO BRING ABOUT AN EARLY REFORM IN THE TOP LEVEL STRUCTURE, STAFFING AND ADMINISTRATIVE AUTHORITY OF UNOG.

6. AFTER FORMULATING THE ELEMENTS TO BE SOUGH IN GA ACTION (PARA 3 ABOVE) WE CONSULTED WITH THE CANADIAN DELEGATION (AMBASSADOR BARTON BEING PERSONALLY FAMILIAR WITH THE SHORTCOMINGS OF GENEVA ADMINISTRATION) AND PERSUADED CANADA, ON APPROVA OF OTTAWA, TO MAKE OUR DRAFT RESOLUTION ITS OWN. DRAFT HAS BEEN CIRCULATED BY CANADA TO POTENTIAL CO-SPONSORS FOR COMMENT.

7. COMMENT: IMPLICIT IN THE UNDERTAKING CALLED FOR BY THE RESOLUTION, OF COURSE, IS THE PROBABILITY THAT THEICSC SURVEY TOGETHER WITH THE ESTABLISHMENT AT UN OFFICE GENEVA OF A JOB CLASSIFICATION SYSTEM WILL DISCLOSE SERIOUS ABERRATIONS IN POST CLASSIFICATIONS AND THE BEARING THIS HAS ON SALARIES RECEIVED FOR FUNCTIONS PERFORMED. IF SO, THIS COULD POSE PROBLEMS FOR MANAGEMENT A YEAR HENCE, BUT THESE ARE PROBLEMS TO BE LOOKED AT BY MANAGEMENT, AND ONLY IN A GENERAL AND SUPERVISORY WAY BY THE GA AT THIS TIME OR THEN. MEANWHILE AN OBJECTIVE AND HOPEFULL UNCONTESTABLE BASIS WILL HAVE BEEN ARRIVED AT IN THE ICSC RECOMMENDATIONS FOR TESTING GENEVA G-LEVEL SALARY ISSUES FROM THAT POINT ON. END COMMENT.

8. FULL TEXT OF THE (CANADIAN) DRAFT RESOLUTION IS BEING TRANSMITTED BY SEPTEL.
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